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## Immigration Reform Changes Your World

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### Overview

- Recent Developments
- IRCA Basics
- Completing the I-9 Form
- Common Mistakes
- Your Action Plan



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### Recent Developments

- Increased Enforcement
- SSA Mismatch Letters
- Public Demonstrations
- Federal Legislation Imminent



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**April 19, 2006**



- DHS and ICE arrested 7 current and former managers and apprehended more than 1100 employees of IFCO Systems at more than 40 locations across the nation
- Managers and supervisors charged with harboring and concealing illegal aliens

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**DHS Changes Enforcement**



- At the press conference following the April 19 IFCO Systems raid, DHS announced a new enforcement strategy
- ICE Director Julie Meyers made it plain that ICE will use criminal sanctions to go after "systemic violators"
- It remains unclear who that is

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**DHS Changes Enforcement**



- At the same press conference, DHS Secretary Chertoff changed the way the government has interpreted the SSA mismatch letter
- "When employers get those kinds of numbers, or when there are other numbers that are provided that clearly do not match the names in Social Security records, that has to be a tipoff that there's a potential illegal or undocumented worker who's being employed."
- As a result, employers that receive the mismatch letter are now on constructive notice that they employ illegal aliens

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